

Attorney's Docket No.: 10180-002003

2161

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Applicant : Brock W. Callen et al.  
Serial No. : 10/012,204  
Filed : October 30, 2001  
Title : PROVIDING TERMINATION BENEFITS FOR EMPLOYEES

Art Unit : 2161  
Examiner : Unknown

RECEIVED  
MAY 14 2002  
Technology Center 2100

Commissioner for Patents  
Washington, D.C. 20231

INFORMATION DISCLOSURE STATEMENT

Applicant submits the references listed on the attached form PTO-1449, copies of which are enclosed.

This statement is being filed within three months of the filing date of the application or before the receipt of a first Office action on the merits. Please apply any charges or credits to Deposit Account No. 06-1050.

Respectfully submitted,

Date: 5/3/02

David L. Feigenbaum  
David L. Feigenbaum  
Reg. No. 30,378

Fish & Richardson P.C.  
225 Franklin Street  
Boston, Massachusetts 02110-2804  
Telephone: (617) 542-5070  
Facsimile: (617) 542-8906

20430233.doc

RECEIVED  
JUN 10 2002  
GROUP 3600

CERTIFICATE OF MAILING BY FIRST CLASS MAIL

I hereby certify under 37 CFR §1.8(a) that this correspondence is being deposited with the United States Postal Service as first class mail with sufficient postage on the date indicated below and is addressed to the Commissioner for Patents, Washington, D.C. 20231.

May 6, 2002  
Date of Deposit  
Dawn M. Corey  
Signature  
Dawn M. Corey  
Typed or Printed Name of Person Signing Certificate

|  |  |                                       |                               |
|--|--|---------------------------------------|-------------------------------|
| Substitute Form PTO-1449<br>(Modified)   | U.S. Department of Commerce<br>Patent and Trademark Office | Attorney's Docket No.<br>10180-002003 | Application No.<br>10/012,204 |
| <b>Information Disclosure Statement<br/>by Applicant</b><br>(Use several sheets if necessary)<br>(37 CFR §1.98(b)) |  | Applicant<br>Brock W. Callen et al.   |                               |
|  |  | Filing Date<br>October 30, 2001       | Group Art Unit<br>2161        |

### U.S. Patent Documents

| Examiner Initial | Desig. ID | Patent Number | Issue Date | Patentee       | Class | Subclass | Filing Date If Appropriate |
|------------------|-----------|---------------|------------|----------------|-------|----------|----------------------------|
|                  | AA        | 4,766,539     | 08/23/1988 | Fox            |       |          |                            |
|                  | AB        | 5,712,984     | 01/27/1998 | Hammond et al. |       |          |                            |
|                  | AC        | 5,806,042     | 09/8/1998  | Kelly et al.   |       |          |                            |
|                  | AD        | 5,832,497     | 11/3/1998  | Taylor         |       |          |                            |
|                  | AE        | 5,913,198     | 06/15/1999 | Banks          |       |          |                            |
|                  | AF        | 5,970,464     | 10/19/1999 | Apte et al.    |       |          |                            |
|                  | AG        | 6,014,632     | 01/11/2000 | Gamble et al.  |       |          |                            |
|                  | AH        | 6,026,364     | 02/15/2000 | Whitworth      |       |          |                            |
|                  | AI        | 6,092,047     | 07/19/2000 | Hyman et al.   |       |          |                            |
|                  | AJ        | 6,182,048-B1  | 01/30/2001 | Osborn et al.  |       |          |                            |
|                  | AK        |               |            |                |       |          |                            |

RECEIVED  
MAY 14 2002  
Technology Center 2100

RECEIVED  
JUN 10 2002  
GROUP 3600

### Foreign Patent Documents or Published Foreign Patent Applications

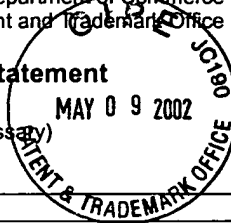
| Examiner Initial | Desig. ID | Document Number | Publication Date | Country or Patent Office | Class | Subclass | Translation |    |
|------------------|-----------|-----------------|------------------|--------------------------|-------|----------|-------------|----|
|                  |           |                 |                  |                          |       |          | Yes         | No |
|                  | AL        | WO-92/14212     | 09/1992          | WIPO                     |       |          |             |    |
|                  | AM        |                 |                  |                          |       |          |             |    |
|                  | AN        |                 |                  |                          |       |          |             |    |
|                  | AO        |                 |                  |                          |       |          |             |    |
|                  | AP        |                 |                  |                          |       |          |             |    |

### Other Documents (include Author, Title, Date, and Place of Publication)

| Examiner Initial | Desig. ID | Document  |
|------------------|-----------|---|
|                  | AQ        | Lee, Chris, "Outplacement: Throwing Them Life Preservers," Training: The Magazine of Human Resources Development", Vol. 24, No. 7, Abstract, July 1987. |
|                  | AR        | Anonymous, "1991 Survey of Severance Pay Policies and Practices", Executive Briefing, December 1991.  |
|                  | AS        | Abraham et al, "Job Security in America: A Better Approach", Brookings Review, Vol. 11, No. 3, Summer 1993.   |
|                  | AT        | Kurland, Orin M., "Looking at EPLI Underwriting Requirements", Risk Management, Vol. 41, No. 2, February 1994.  |

|  |                 |
|--|-----------------|
| Examiner Signature   | Date Considered |
| EXAMINER: Initials citation considered. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. |                 |

|  |  |                                       |                               |
|--|--|---------------------------------------|-------------------------------|
| Substitute Form PTO-1449<br>(Modified)   | U.S. Department of Commerce<br>Patent and Trademark Office | Attorney's Docket No.<br>10180-002003 | Application No.<br>10/012,204 |
| <b>Information Disclosure Statement<br/>by Applicant</b><br>(Use several sheets if necessary)<br>(37 CFR §1.98(b)) |  | Applicant<br>Brock W. Callen et al.   |                               |
|  |  | Filing Date<br>October 30, 2001       | Group Art Unit<br>2161        |



**RECEIVED**  
MAY 14 2002  
Technology Center 2100

| Other Documents (include Author, Title, Date, and Place of Publication) |           |   |
|---|-----------|---|
| Examiner Initial  | Desig. ID | Document  |
|   | AU        | Caudron, Shari, "What is Employment Practices Liability?", Personnel Journal, Vol. 75, No. 12, December 1996. |
|   | AV        | Levin-Waldmen, Oren, "Unemployment Insurance for a New Age", Challenge, Vol. 40, No. 2, March/April 1997.     |

**RECEIVED**  
JUN 10 2002  
GROUP 3600

|  |                 |
|--|-----------------|
| Examiner Signature   | Date Considered |
| EXAMINER: Initials citation considered. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. |                 |